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STATE OF MONTANA

Department of Labor and Industry



BIENNIAL REPORT (1957 and 1958)

of the

MONTANA STATE APPRENTICESHIP COUNCIL

112 East Sixth Avenue

Helena, Montana

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December 12, 1958

Governor J. Hugo Aronson and
Honorable Members of the
Thirty-Sixth Legislative Assembly (1959)
of the State of Montana

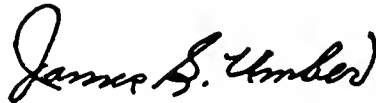
Gentlemen:

In accordance with Section one, Chapter 149 of the Laws of the Twenty-Seventh Legislative Assembly (1941), as amended, we have the honor to submit to you the Biennial Report of the Montana State Apprenticeship Council. The report covers the activities and findings of the Council. Some of the activities of the Bureau of Apprenticeship and Training, U. S. Department of Labor are also included in the report.

Respectfully submitted by the
MONTANA STATE APPRENTICESHIP COUNCIL



James F. O'Brien, Chairman



James S. Umber, Secretary

HAY:lk

Report written by:
Henry A. Yaeger, State Supervisor
Bureau of Apprenticeship and Training
U. S. Department of Labor
112 East Sixth Avenue
Helena, Montana

BIENNIAL REPORT TO LEGISLATURE — 1957 and 1958

The Montana State Apprenticeship Council was created as a result of the enactment of Chapter 149 of the Twenty-Seventh Legislative Assembly (1941). The Council consists of eight members, three representing employers, three representing employees, and two ex-officio members. The voting members are appointed to three year terms by the Governor of the State of Montana. The present employer representatives are: Mr. R. I. Riedesel, Vice Chairman (Billings); Mr. John P. Bonner (Butte); and Mr. Howard Bogie (Helena). The employee representatives are: Mr. James F. O'Brien, Chairman (Butte); Mr. James S. Umber, Secretary (Helena); and Mr. Ray B. Delamater (Roundup). Ex-officio members, who have voice on the Council but no vote, are: Mr. W. Lyle Roeseler, State Supervisor, Trade and Industrial Education, Division of Vocational Education, Montana State Department of Public Instruction, and Mr. Jess C. Fletcher, Director of the Montana State Employment Service.

The Council has three full time field men and one stenographer. The field men are headquartered at Helena, Great Falls, and Billings; the stenographer at Helena.

The Bureau of Apprenticeship and Training of the U. S. Department of Labor has a State Supervisor, two Field Representatives, and two stenographers. The State Supervisor and one stenographer are headquartered at Helena, a Field Representative and one stenographer at Great Falls, and a Field Representative at Butte.

For efficiency and economy, the state-federal personnel office together at Helena and Great Falls. The Helena Office is located at 112 East Sixth Avenue. As of July 1, 1958, the rent of the Helena Office is paid equally by the State and Federal Government; the State, however, pays for the janitor services and telephone charges. Prior to July 1, 1958, the rent and other services for the Helena Office were paid entirely by the State. The State also pays the expense for operation of its office in Billings located in the Broadwater Shopping Center at 928 Broadwater Avenue. The Federal Government provides the office space and related costs for its Field Representative at Butte located in Room 307 Federal Post Office Building. The Federal Government pays the expense for the operation of the combination federal-state office at Great Falls, including telephone and related expenses. This office is located in Room 238 of the Federal Post Office Building.

The state and federal personnel are under the direct supervision of the State Supervisor for the Bureau of Apprenticeship and Training, U. S. Department of Labor who is headquartered in the Helena Office. He is under the direct supervision and guidance of the Regional Director for the Bureau headquartered at Minneapolis and the State Apprenticeship Council members.

The now known Bureau of Apprenticeship and Training of the U. S. Department of Labor was created by Executive Order of the President of the United States in 1936. The 75th Congress in 1937 enacted Public Law 308 which in turn created the Federal Committee on Apprenticeship. This Federal Law provides in part: "That the Secretary of Labor is hereby authorized and directed to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeship, to bring together employers and labor for the formulation of programs of apprenticeship, to cooperate with state agencies engaged in the formulation and promotion of standards of apprenticeship . . .". Thus the Federal Committee on Apprenticeship and the now known Bureau of Apprenticeship and Training was created. The Federal Committee on Apprenticeship becomes the general over-all policy making body on apprenticeship at the national level. The Montana Apprenticeship Council is the policy making body on apprenticeship at the state level, with policies consistent with federal policies. At local levels in the state, Joint Apprenticeship Committees, equally representative of management and labor for given trades, become the policy

making bodies at the local level with policies consistent with the Council and the State Apprenticeship Law. Matters concerning apprentices that are included in local bargaining agreements between management and labor are recognized by the Council as long as such are consistent with the State Apprenticeship Law and the Council's policies.

Apprenticeship is a system of earning pay while learning a skilled trade. It is the time tested and proven method of on-the-job training of youth at the skilled trades to craftsmanship or journeyman status. Their on-the-job training is supplemented by related and supplemental instruction which is under the control of State and Local Boards of Vocational Education. The better trained and more skilled working people become, results in their future job security, greater productivity, security of our country, greater value of skilled workers to their employers, better products and services to the public, and helps to keep members of labor unions at a high level of skill. It is to these objectives governmental apprenticeship and training agencies are dedicated.

By the state and federal apprenticeship agencies and their personnel in Montana working together, promoting standards of apprenticeship, real headway and progress has been made. During the past twelve years 2,412 registered apprentices have received their State Certificates of Completion of Apprenticeship as awarded by the Council. These apprentices have completed at some sixty different skilled trades. Hundreds of these completed apprentices are now working at supervisory positions as superintendents, foremen, and leaders. Many have started their own businesses involving the trade at which they served their apprenticeships. Many have bought out their employers' businesses and continue to operate them successfully. The others continue to follow their chosen trade as journeymen. The Certificate is to the completing apprentice as the degree is to the graduating college student.

The Council holds regular meetings twice yearly. Meetings are held to a minimum since a monthly summary of activities has been submitted to them as well as to the Governor of Montana, other officials and interested parties. We believe we are the only state agency, financed entirely by state funds, that has been submitting such a monthly report for the last 10 years.

The Council continues to be the state approval agency for the training of veterans under Public Law 550 (Korean G. I. Bill) at apprenticeable occupations. Before an eligible veteran under Public Law 550 can receive his training allowance (financial assistance) from the Veterans Administration, in connection with his serving an apprenticeship, the firm in which he is to receive such training must first be approved by the Council. A bona-fide apprenticeship program must first exist and be registered with the Council. Also the veteran must be registered under the respective program and firm approval. For performing some of these "approval" duties, the Council negotiates fiscal year reimbursement contracts with the Veterans Administration as the attached financial report indicates. This income from the Veterans Administration goes through the Apprenticeship Council direct to the General Fund of the State of Montana. Therefore, such is not income to the Council for additional spending purposes, but rather is income to the State of Montana. The Veterans Administration makes "compliance surveys" of the firms approved by the Council for such veterans' training. The purposes are to determine if all conditions of the program and approval are being complied with. If discrepancies exist the Veterans Administration report such to us and we must either correct them within thirty days or a "hearing" is held by the Veterans Administration. Determination is made if the approval for the firm should be withdrawn and the veteran apprentice's training allowance paid by the Veterans Administration withheld.

There are other federal laws concerning the employment of apprentices. For example, the employment of apprentices on projects financed in whole or in part by the Federal Government such as post offices, hospitals, schools, airports, dams, highways, housing projects, Army, Navy, and Air Force installations, etc. Employers and contractors having such projects in Montana must have any apprentices they list on their pay rolls registered at their respective trades with the Council. Be-

fore an apprentice can be so registered there must first be a registered apprenticeship program for the trades involved with the Council. If such a person listed as an apprentice on such pay rolls is not registered, then the employer or contractor must pay that person the journeyman's rate of pay at the predetermined rate. The Council and Bureau have had a wide publicity program on these provisions covering employment of apprentices on federally financed projects. Several hundred pieces of printed material have been distributed to employers and their organizations. We still find many contractors are not aware of these regulations, or if they are, some pay little attention to such. Construction industry labor unions have also been most helpful in distributing this material to employers covered by their bargaining agreements. Basically, however, apprenticeship is a voluntary training program. No penalties are provided for the violation of either state or federal laws on apprenticeship; penalties may be provided for other laws affecting the employment of apprentices but not for the apprenticeship laws themselves.

In addition to the on-the-job training of apprentices, they are to receive related and supplemental instruction for at least 144 hours per year of the apprenticeship. Terms of apprenticeship range from two to six years, depending on the trade involved; most of them are four year terms. State and local boards responsible for vocational education have the full responsibility of providing the related and supplemental instruction. Generally speaking, such boards are handicapped by lack of personnel and funds at state and local levels to make possible the financing of classes or providing funds for the courses. Good cooperation exists between the apprenticeship agencies and state and local Vocational Education Departments.

Excellent cooperation exists between the Council and Bureau staffs with the State Employment Service and its local offices throughout the state. When we find apprentice openings they are referred to the nearest local State Employment Service office. They in turn make every effort to refer a qualified applicant to the employer. Likewise, local Employment Service offices will advise the apprenticeship agencies' staff, of persons placed as apprentices so we in turn may register the individual.

The Council and Bureau staffs also work closely with the State Veterans' Welfare Commission and its local service officers throughout the state and excellent cooperation exists between the two agencies. Fine working relationships also exist between the apprenticeship agencies and the Veterans Administration.

The Council and the Bureau have a continuing publicity program on training of working people generally. This program includes articles in newspapers; apprenticeship completion ceremonies; printed material for distribution to potential employers of apprentices, to labor unions, and the general public; speeches and consultation service to career night programs in high schools; public addresses by the field personnel before management and labor groups, school officials, students, and others; and attendance at conventions of both labor and management groups for mass promotion purposes. Only recently a televised completion ceremony was broadcast in Helena for several completing carpenter and cabinet maker apprentices as a special feature of the local TV station. The station provided the time, etc., without charge, as a public service feature. It is estimated around 15,000 people could have viewed the program on their home receivers. This is the first such televised completion ceremony ever to have been held in Montana and we believe it is the first in the United States as a special feature. Other completion ceremonies include dinner meetings sponsored by local management and labor groups with prominent speakers.

Through our promotional efforts local joint apprenticeship committees have been formed in many cities throughout the state. These committees are equally representative of management and labor (usually a total of six persons) for the trades involved. After the apprenticeship programs are developed by the apprenticeship agencies' staff with the local committee, it is expected the committee will operate its own program in the future with a minimum of assistance from us.

Usually it takes quite a little time before such local committees are equipped to operate their own programs with only consultation assistance from our field personnel. We have some ninety-five local committees throughout the state. Both large and small firms participate under these programs as well as the respective local labor unions.

We have some state-wide committees and programs for several trades. These committees usually have a state-wide training policy for the trades involved and local committees and groups are urged to follow the state-wide plan or policy. This leads to greater uniformity of training regardless of the size of the individual employer's business, or the geographical location.

We also have apprenticeship programs and apprentices in training in small towns as well. Usually these programs are developed direct with individual employers. Appropriate labor unions both large and small throughout the state also participate directly or indirectly in most of the registered apprenticeship programs.

The U. S. Department of Labor has made exhaustive surveys and analyses on estimated manpower requirements to fill present and future needs of Industry. Surveys include estimated numbers in the workforce necessary to produce a greater Gross National Product (meaning value of all goods and services) and fill demands of our expanding and advancing economy generally. The Department has published booklets on these subjects. One such booklet is titled 'Our Manpower Future, 1955-1965'. One chart shows, for example, that by 1965 there will be 700,000 **FEWER** men aged 25-34 years than there was in 1955. During the prime working age group of males, 25-44 years, there will be practically **NO** increase. The reason for this is because of the low birth rate during the 1930s. It is estimated our Gross National Product in 1965 will be about \$560 billion as compared to about \$491 billion in 1955. An **increase** of about \$69 billion.

Our population in the United States is anticipated to increase from 168 million in July, 1956 to about 193.3 million in 1965. An **increase** of about 25.3 million people. This means a tremendous additional demand for more homes, foods of all kinds, schools, factories, highways, automobiles, farm machinery, refrigerators, stores—in fact more of everything that represents our Gross National Product. And we in Montana are a part of this overall. In fact, American Industry is focusing more attention all the time on Montana and its potentials.

What does all this mean in respect to filling skilled manpower requirements for industry to produce all this in just a few short years, or by 1965? Where is this skilled workforce going to come from? How can this tremendous increase and demands for goods and services be fulfilled with practically **NO** increase in our prime working age group 25-44 years by 1965? Will it mean retraining of present workers to increase their skill and productiveness? Automation? Re-employment and re-training of older workers? Greater employment of women in the labor force? Employment of younger workers? Development of new machines and methods to produce more? Will these things do it? All of them involve the training of people.

We believe one way to fill a large part of this future manpower need, is by attracting more young people into the skilled trades **NOW**, through apprentice training. We believe that **NOW** is the time to train.

The engineers, architects and other similar professional people graduating from our Colleges and Universities each year, hold promise of a better future for all Americans. But where are the skilled workers going to come from to make all these plans, blueprints and dreams into reality? The elaborate blueprint of the most ultra-modern home means but little unless we have skilled workers to construct it. The strength of our Nation depends on our skilled workforce and industry's know-how and ability to produce. Both are tied together—one means but little without the other.

Skilled workers cannot be plucked from midair, nor do they just happen to come into existence by accident. Skilled workers result from planned training programs to meet present and future needs of Industry and our people. One of the best ways to accomplish and fulfill demands for skilled workers is by sound up-to-date apprenticeship programs.

New developments, methods and techniques come about almost daily in the production of goods and services. New products also come into existence almost daily. Training programs, including apprenticeship, must be geared and changed to meet current industrial changes. They are both ever-changing. And so we repeat, **NOW** is the time to train.

An adequate number of apprentices should be in training at all times to fill present and future skilled manpower needs. For example, right now in Montana there is only 1 apprentice to every 40 journeymen in one of the more popular building trades. Is this adequate? The ratio of the number of apprentices to journeymen in bargaining agreements in this particular trade would permit the employment of about 10 apprentices to the 40 journeymen. So bargaining agreements between management and labor do not cause the present only 1 apprentice to the 40 journeymen. There appears an adequate interest by young men to enter this trade, so that apparently does not cause the problem. Is it because of lack of employment and training opportunities but at the same time a need for more and better housing? We do not know the answer, but it has been a thought provoking question.

It is the full intention of the Council to reduce expenditures as much as possible by June 30, 1959. This is most difficult, because it has always been the policy of the Council to request appropriations only in the amount anticipated as actually needed.

The last (35th) Legislative Assembly failed to appropriate adequate funds to pay the state's full share of the cost for the Public Employees Retirement System. The inadequate amount is \$68.-42. Therefore, it becomes necessary to request a supplemental appropriation in this amount from the 36th Legislative Assembly. The Council will revert some other unexpended appropriations to the General Fund on June 30, 1959. However, since a state agency cannot transfer funds appropriated for given purposes, from one account to another, the supplemental appropriation becomes necessary.

Following is financial and other statistical information we urge you to read.

ATTACHMENT NO. 1

FINANCIAL REPORT MONTANA STATE APPRENTICESHIP COUNCIL

July 1, 1957 through June 30, 1958

1. Appropriation for fiscal year	\$30,000.00
2. Miscellaneous Income (\$50.60 carried forward from 6-30-57 & \$26 for chairs)	76.60
3. Total available for fiscal year	30,076.60
4. Expenditures	29,395.27
5. Unexpended funds carried forward to the next fiscal year starting July 1, 1958 (item 3 minus item 4)	681.33
6. Amount reimbursed by the Veterans Administration (income to the General Fund of the State of Montana)	5,621.46
7. Actual cost to the State of Montana (sum of items 5 & 6 subtracted from item 3) ..	23,773.81

July 1, 1958 through June 30, 1959

(Projected from December 1, 1958 to June 30, 1959)

8. Appropriation for the fiscal year	\$30,000.00
9. Minus amount to pay State's share of PERS for preceding fiscal year	32.15
10. Amount available from appropriation	29,967.85
11. Plus carried forward unexpended funds from preceding fiscal year (item 5)	681.33
12. Total funds available starting July 1, 1958 (item 10 plus item 11)	30,649.18
13. Actual expenditures from 7-1-58 to 11-30-58, \$11,720.27 plus anticipated approximate expenditures from 12-1-58 to 6-30-59, \$17,839.58	29,559.85
14. Anticipated amount expected to revert to the General Fund of the State of Montana on 6-30-59 (this amount representing unexpended appropriations—item 12 minus 13)	1,089.33
15. Anticipated income from the Bureau of Apprenticeship and Training, U. S. Department of Labor, as reimbursement for use of office space at 112 E. 6th Avenue, Helena—representing one-half of the present rental charges	600.00
16. Anticipated maximum reimbursement by the Veterans Administration (income to the General Fund of the State of Montana during 7-1-58 to 6-30-59 fiscal year)	6,055.80
17. Total anticipated income to General Fund, State of Montana, as of 6-30-59 (sum of items 14, 15, and 16)	7,745.13
18. Anticipated net cost to State of Montana for fiscal 1959 (item 12 minus 17)	22,904.05
The Council's appropriation request for the 1959-60 fiscal year is	\$32,390.00
The Council's appropriation request for the 1960-61 fiscal year is	\$33,000.00

ATTACHMENT NO. 2

NUMBER OF APPRENTICES UNDER JOINT APPRENTICESHIP COMMITTEE PROGRAMS AND INDIVIDUAL PLANT PROGRAMS BY TRADE IN MONTANA AS OF 11-30-58, TAKEN FROM JOINT STATISTICS OF THE BUREAU OF APPRENTICESHIP AND TRAINING, U. S. DEPARTMENT OF LABOR AND MONTANA STATE APPRENTICESHIP COUNCIL

	JAC	PLANT	TOTAL		JAC	PLANT	TOTAL
Auto Body Fenderman	24	10	34	Lens Grinder & Finisher		5	5
Aircraft Mechanic		3	3	Linotype Machinist		1	1
Auto Mechanic	39	25	64	Lithographer		1	1
Auto Mechanic, Heavy Duty	9	2	11	Machinist	18	8	26
Baker		16	16	Mailer		2	2
Blacksmith		1	1	Meat Cutter	22	24	46
Boilermaker		8	8	Meterman	1		1
Bookbinder		5	5	Millwright	3		3
Bricklayer	11	11	22	Neon Sign Electrician	1		1
Business Mach. Mech.		3	3	Painter	6	9	15
Butcher	3		3	Photo Engraver		1	1
C. O.E. Installer (Telephone)	50		50	Pipe Fitter	2		2
Cabinet Maker	10		10	Plasterer		3	3
Carpenter	92	27	119	Plumber	45	23	68
Central Office Installer	1		1	Printer		33	33
Combination Man (Telephone)	28	1	29	Printer Pressman		9	9
Cook and/or Chef		1	1	Prosthetist		1	1
Dental Technician		2	2	Radio Television Rprm.		9	9
Draftsman (Arch.)		2	2	Refrigeration Pipe Fitter	2		2
Draftsman (Engineer)		1	1	Sheet Metal Worker	23	19	42
Inside Electrician	58	42	100	Shoe Repairman		1	1
Electrician Linesman	5	5	10	Sign Painter	1		1
Elec. Motor Repairman	2		2	Stereotyper		9	9
Equip. Detailer Draftsman	1		1	Switchman (Telephone)	2		2
Farm Equip. Mechanic	1	6	7	Telephone Linesman	86	1	87
Floor Coverer		7	7	Testboardman (Telephone)	2		2
Frameman (Telephone)	5		5	Tile Setter		1	1
Glazier	2	4	6	Toll Testboardman (Telephone) ..	7		7
Gunsmith		1	1	Upholsterer		6	6
Instrument Maker (Dental)		1	1	Watchmaker		1	1
Iron Worker	4		4	Web Pressman		2	2
Lens Grinder		6	6	Grand Totals	566	359	925

ATTACHMENT NO. 3

APPRENTICE ACTIONS AS RECORDED BY THE MONTANA STATE APPRENTICESHIP COUNCIL AND BUREAU OF APPRENTICESHIP AND TRAINING, U. S. DEPARTMENT OF LABOR FOR MONTANA

July 1, 1957 through June 30, 1958

	Registered Apprentices Active as of July 1, 1957	New Apprentice Registrations	Apprentice Separations Completions	Cancellations and Suspensions	Registered Apprentices Active as of June 30, 1958
*JAC	739	168	84	166	657
**Plant	388	191	70	135	374
Totals	1,127	359	154	301	1,031

July 1, 1958 through November 30, 1958

	Registered Apprentices Active as of July 1, 1958	New Apprentice Registrations	Apprentice Separations Completions	Cancellations and Suspensions	Registered Apprentices Active as of Nov. 30, 1958
*JAC	657	61	64	88	566
**Plant	374	81	38	58	359
Totals	1,031	142	102	146	925

* "JAC" refers to apprentices under Joint Apprenticeship Committee type programs. Joint Apprenticeship Committees are equally representative of management and labor for each apprenticeable trade at the local level.

** "Plant" refers to apprentices under apprenticeship programs developed with an individual employer or plant. Labor unions usually have waived participation in the program. Other plant programs are direct with employers and where no labor union has a bargaining agreement with the firm or employer involved.

